



**DEPARTMENT OF THE ARMY**  
**DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER**  
**AND PRESIDIO OF MONTEREY**  
PRESIDIO OF MONTEREY, CA 93944-5006

REPLY TO  
ATTENTION OF:

ATZP-CDR

OCT 26 2005

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Command Policy on Equal Employment Opportunity (EEO)**

**1 References:**

- a. 42 USC § 2000e [Title 7 of the Civil Rights Act of 1964].
- b. DA instruction & guidance for implementing 29 CFR 1614, November 1999 as amended.

2. Purpose: To set guidelines for the Defense Language Institute Foreign Language Center and Presidio of Monterey's (DLIFLC & POM) Equal Employment Opportunity Program.

3. Applicability: This policy applies to all civilian employees and military supervisors of civilian employees working on or assigned to the DLIFLC & POM, including job applicants and former civilian employees.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity Office, ATZP-EEO, at extension 5105. This policy supersedes the previous policy letter on this subject, dated 8 September 2003.

5. The DLIFLC & POM provides equal opportunity in employment for all qualified persons without regard to race, color, religion, gender, national origin, age, disability, or reprisal for having participated in a protected EEO activity. We will continue to promote the full realization of equal employment opportunity through established affirmative programs.

6. In order to ensure equality in all personnel actions, we must ensure that all employees and applicants receive full and impartial consideration in employment matters. All employees must receive equal opportunity for training, development of skills and opportunity for advancement.

7. Employees, former employees, or applicants for employment who believe they have been discriminated against and want to pursue a complaint, must contact the DLIFLC & POM EEO office or an EEO counselor within 45 days of the perceived discriminatory action.

8. All members of this command, both civilian persons and military supervisors of civilian employees, are required to support and implement the EEO program. Members of this command

ATZP-CDR


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who engage in unlawful discrimination are subject to adverse administrative or disciplinary action.

9. I reaffirm the DLIFLC & POM commitment to the employment and retention of individuals with disabilities. A disability will not prevent a qualified person from holding a job where reasonable accommodations can be made to allow that person to perform a particular job.

10. I urge you to continue to support the EEO program. Together, we will maintain and continue to improve upon the progress that has been made in the past.

*One team,  
One Fight!*

  
TUCKER B. MANSAGER  
COL, IN  
Commanding

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